



HR Insights and Trends

Building a Smarter Workforce

Each month our experts will be covering a wide array of topics. We are happy to have you as a member of our community and hope you enjoy reading the articles below; if you would like to see something specific, don't hesitate to reach out!

In Case You Missed It

H&B HRIQ hired Bridget Morris who will serve as an HR and Benefits Consultant

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Greg Paradiso of H&B HR Intelligence Earns the SHRM - SCP Designation

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Brenda Sabin of H&B HR Intelligence Earns her Certified Healthcare Reform Specialist Certification

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H&B Hosts Monthly HR Workshops

Did you know that we host monthly workshops on a variety of topics to keep you informed on all items related

HR Technology

A Different Twist on Engagement

The word “engagement” is used by HR professionals in many different ways. Most commonly it is the feeling of being satisfied in your work and proud of your organization. But are there other ways to view engagement?



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Employee Benefits

Are Private Benefit Exchanges Really the Next Big Thing?



Private exchanges have gotten a lot of press in the last couple of years and industry experts keep saying that private exchanges are the next rage in employee benefits as the best way to decrease costs and to increase employee choice. But there

hasn't been a lot of action with exchanges despite some lofty predictions offered by those same experts. Or at least not a lot of action that's visible.

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to Human Resources? Many of them are also certified for HRCI and SHRM credits! To look at our next few upcoming events, please use the following link:

[H&B Workshops](#)

FMLA Seminar

We recently hosted a 1/2 day seminar on the FMLA. The event was at full capacity and was a great success! If you would like to be informed about upcoming seminars, please email Stacey at ssharp@hbhriq.com.



Save-the-Date!

We will be hosting our second annual HR Conference on June 23rd at the DoubleTree. Be sure to save-the-date as you won't want to miss this informative and fun conference! If you have any questions or would like more information, please email Stacey at ssharp@hbhriq.com.

HR Compliance and Payroll Services

The Top 6 HR Issues to Watch in 2016

The Department of Labor (DOL) and the Internal Revenue Service (IRS) have been very busy with new rules, regulations and guidance for the past few years. Coupled with the Equal Employment Opportunity Commission (EEOC), the National Labor Relations Board updates and recent Supreme Court decisions, we begin to understand why HR is experiencing more change (aka: Stress!) than it has in years!



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Organizational Wellness

Daily Wellbeing: Making Meaningful Change in Moments and Days



A great deal of buzz has emerged on the topic of "daily wellbeing". Much of this conversation is based on determining one's so called, "daily experience" which measures the cumulative effect of both positive and negative experiences throughout our days. To date, most research evaluating individual wellbeing and life satisfaction has been based on asking people about their lives over the span of years and decades. Though overall satisfaction with life and wellbeing certainly matters, it's important to understand that we create meaningful change in moments and days, not years and decades.

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Voluntary Worksite Benefits

Synergy: Financial Wellness and Voluntary Benefits

So where does voluntary benefits fit into this discussion? Well, a piece of financial health and wellbeing for employees is being prepared for the unexpected. When accidents or critical illnesses happen, often times employees find themselves in a bind- they do not have enough saved to cover the out-of-pocket expenses required of them through the medical plan. Voluntary benefits fill this gap by providing protection in the event of the unexpected.



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Upcoming Events

Client Testimonials

Benefits administration is far more complex today than ever before, and few of us have the time required to remain current with the constantly changing laws, rules, forms, notices, and reports that come with compliance. **Our Client Manger at Hickok & Boardman HR Intelligence is like my own private benefits consultant, reminding me of what needs to be done, when it needs to be done, and how to do it.** I receive timely legislative updates and know that additional information or clarification is just a phone call away. Most importantly, I have never felt as if we were getting “one size fits all” benefit solutions. Hickok & Boardman HR Intelligence is responsive to the unique needs of our company, designing customized solutions that ensure our benefits package remains competitive while simultaneously managing risks and costs. **I appreciate the high caliber of service we receive, and the professionalism and responsiveness of the Hickok & Boardman HR Intelligence staff.**

HRIQ Seminar Workshops:

April 27th, 2016 Organizational Wellness: **Take Charge in 2016: Make Small Changes for Big Rewards**

[Read More/Register Today](#)

May 25th, 2016 Benefits: **Demystifying Benefit Captives**

[Read More/Register Today](#)

June 22nd, 2016 Corporate Retirement: **Improving Retirement Outcomes**

[Read More/Register Today](#)

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